

**Victor Central School District
Board of Education Norms 2025**

The Victor Central School District Board of Education recognizes that members must uphold the highest ethical standards and therefore abides by and adheres to the following set of norms:

- ❖ We will be bold and steadfast in making decisions for our students and community.
- ❖ We will communicate openly to foster transparency and trust.
- ❖ We will respect and support decisions and the work of the district.
- ❖ We will assume good intentions, reserve judgement, and listen empathetically.
- ❖ We will listen to hear and understand, not listen to reply and respond.
- ❖ We will be genuinely engaged in the discussion and agenda items.
- ❖ We will speak thoughtfully and concisely.
- ❖ We will value one another's contributions and ensure that no one leaves something important unsaid.
- ❖ We will work toward the future, based on the data received.
- ❖ We will all remember that all people in the district are important and contribute to our students' well-being and education. We will never dismiss or devalue others.
- ❖ We will respect meeting times.

Agreed to on 10/16/2025 by:

Lisa Kostecki
Elizabeth Mitchell
Bryan Adams
Tim DeLucia
Christopher Parks
Carol Prescott
Adam Snyder
Aiden Calnon
Isabella Polonco